



SENATE BILL 354: Strengthening Educators' Pay Act.

2019-2020 General Assembly

Committee:		Date:	December 10, 2019
Introduced by:	Sens. Ballard, Edwards, Harrington	Prepared by:	Matt M. Pagett Staff Attorney
Analysis of:	Ratified		

OVERVIEW: *Senate Bill 354 would provide (i) legislatively mandated compensation increases for certain public school employees, consistent with House Bill 966 of the 2019 Regular Session, and (ii) contingent on House Bill 966 becoming law, additional legislatively mandated compensation increases for certain educational employees and increased funding for tuition grants for graduates of the North Carolina School of Science and Mathematics.*

SB 354 was ratified by the General Assembly on October 31, 2019, and vetoed by the Governor on November 8, 2019.

BILL ANALYSIS:

Part I of the bill appropriates funds for the 2019-2021 fiscal biennium for legislatively mandated compensation increases for teachers, assistant principals, central office personnel, and noncertified personnel, consistent with House Bill 966 of the 2019 Regular Session (HB 966), and contains the provisions from Part VII-B and Section 38.13 of HB 966 with some date revisions, technical corrections, and the following changes:

- Section 7B.4 of HB 966, entitled "Principal Salary Schedule," is not included, as it was previously enacted by S.L. 2019-247.
- Section 7B.5 of HB 966, entitled "Principal Bonuses," is not included, as it was previously enacted by S.L. 2019-247.
- Section 7B.5A of HB 966, entitled "Principal Recruitment Supplement," is not included, as it was previously enacted by S.L. 2019-247.
- Section 7B.10 of HB 966, entitled "Consolidate and Broaden Qualifications for Certain Teacher Bonuses," is modified to ensure that identified teachers who earned bonuses in the 2018-2019 school year receive those bonuses in January of 2020.
- Section 7B.11 of HB 966, entitled "School Psychologist and School Counselor Position Study," is not included, as it was previously enacted by S.L. 2019-222.

Part II would provide, contingent on HB 966 becoming law, (i) additional legislatively mandated salary increases for the 2019-2021 fiscal biennium for certain public school employees, employees of the Community Colleges System, and employees of the University of North Carolina, and (ii) increased funding for tuition grants for graduates of the North Carolina School of Science and Mathematics (NCSSM), as follows:

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- Sections 2.1 and 2.2 would appropriate additional funds and revise availability for the 2019-2021 fiscal biennium.
- Section 2.3 would provide additional legislatively mandated compensation increases for certain public school employees over the course of the 2019-2021 fiscal biennium, as follows:
 - Subsection (a) would increase biennial raises for teachers from 3.9% under Part I of the act to 4.4% by increasing salary amounts provided in the 2020-2021 fiscal year.
 - Subsections (b) and (c) would increase raises for central office and noncertified personnel from 1% in each year of the biennium under Part I of the act to 2% in each year of the biennium.
 - Subsection (d) would provide noncertified personnel with a one-time 0.5% bonus in October of 2020.
- Section 2.4 would (i) amend applicable statutory provisions establishing the award of tuition grants to graduates of NCSSM to allow an eligible student to receive a tuition grant for up to four academic years and (ii) include students who were previously awarded a tuition grant for the 2019-2020 academic year as eligible for subsequent tuition grants under the program, beginning with the 2020-2021 academic year.
- Section 2.5 would specify the amounts to be used for certain categories of legislatively mandated compensation increases and for the NCSSM tuition grants.

Part III contains administrative provisions (i) relating to the application of the legislative salary increases provided by the bill, consistent with Section 38.15 of HB 966, and (ii) aligning the bill with the statutory provisions for budget continuation.

Part IV contains administrative provisions aligning the bill with HB 966, HB 377 of the 2019 Regular Session, and HB 111 of the 2019 Regular Session.

EFFECTIVE DATE: This bill was vetoed by the Governor on November 8, 2019, has not been overridden by the General Assembly, and, therefore, has not become law.

**Leslie Karkanawi, Staff Attorney, contributed to this summary.*